

Workdrugfree Douglas County EMPLOYER TRAINING SERIES

**COSPONSORED BY DOUGLAS COUNTY EMPLOYER COUNCIL
& DOUGLAS COUNTY COMMUNITIES ALIGNED TO PREVENT SUBSTANCE ABUSE (DC CAPS)**

Businesses tend to hire employees hoping everything will go well and seek advice only after something goes wrong. While it is impossible to eliminate risks of substance abusing employees, this series will help businesses reduce or contain those risks and avoid litigation.

Workplace Behavior Problems: The Challenge of Substance Abusers by Jerry Gjesvold, Employer Services Manager, Serenity Lane

**8 am—Noon,
Thurs., Oct. 25, 2007**

Roseburg Forest
Products,
10599 Old Hwy 99
South, Roseburg.

Learn the simple, straightforward steps you can take to manage substance-abusing employees, prevent a crisis, and avoid litigation. Jerry will provide effective intervention techniques and a manual for easy reference after you're back on the job.

Pre-registration required.

Training fee: \$35. TO REGISTER: Gail Trimble, (541) 672-2648 x22 or gailt@roseburgareachamber.org



Drug Testing 101 by Lee Briney- Ekman, Legacy MetroLab

**11:30 am—1:00 pm,
Thurs., Nov. 15,
2007**

Douglas County ESD,
1871 NE Stephens,
Roseburg.

Lee will walk participants through the collection and testing process, including the role of the Medical Review Officer. She'll compare on-site and laboratory testing and address the tough questions around adulterants, prescription drugs, and medical marijuana.

NO CHARGE for this DC CAPS Fall Employer Roundtable but pre-registration is required.

Registration deadline: Nov. 9, 2007.

Lunch sponsored by Express Personnel.

TO REGISTER: Kathe Linden, DC CAPS, (541) 672-5905 or DC.CAPS.kl@Gmail.com



Creating a Comprehensive & Legally Defensible Drug & Alcohol Policy by Ron Guerra, Attorney, Jordan Schrader PC

8:00 am—11:00 am, Thurs. Dec. 6, 2007

Pacific Power, 4025 Old Hwy 99 South, Roseburg.

Ron will cover the impact of workplace substance abuse, the essentials of a company policy, pitfalls to avoid, and seven keys to success. Participants will receive a toolkit with policy and procedure templates and local resources.

Pre-registration required. Training fee: \$35.

TO REGISTER: Gail Trimble, (541) 672-2648 ext. 22



MEET THE PRESENTERS (ON FLIPSIDE)

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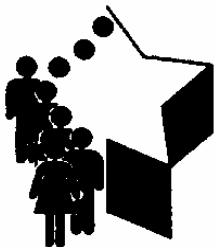
“Employers in Douglas County can and need to take a strong stance against drugs in the workplace. A company drug policy, when used as a management tool, will enhance their profitability and stop the cycle of users moving from one business to another. If more employers take action, it will change the community.” - Jon McAmis, Roseburg Forest Products

MEET THE PRESENTERS

JERRY GJESVOLD has been a consultant and trainer for companies on the west coast since 1983. Jerry specializes in matters of policy and procedures related to the management of alcohol and other drug problems in business and industry. He is a popular public speaker who weaves his own personal experience of addiction and recovery into his presentations. He has a bachelors degree from the University of Oregon and has done graduate work there in health education. He served for 16 years on the Oregon Governor's Advisory Committee on DUII legislation.

LEE BRINEY-EKMAN is well versed in safety and risk management issues facing Oregon's employers. She works with employers to help them implement substance of abuse testing programs, including Bay Area Rapid Transit in Oakland, CA, the City and County of San Francisco's Municipal Transportation Agency, and Tri-Met in Portland. She is Vice President of the American Society of Safety Engineers/Columbia-Willamette Chapter and a member of the Workdrugfree Advisory Board and the Governor's Occupational Safety and Health Conference. Lee has a B.A. in Human Resource Management from George Fox University.

RON GUERRA brings a unique and diverse background to representing clients in employment and labor relations matters. His legal experience includes negotiating labor contracts, administering grievance and arbitration processes, supervisory training, employment-related investigations and immigration law. He represents clients in federal and state courts and before federal and state administrative agencies, including BOLI, the EOO Commission and the US Dept. of Labor. Ron worked for the Whirlpool Corp. in various management positions prior to obtaining his legal education. He is a past president of the Douglas County Bar Association.



DOUGLAS COUNTY EMPLOYER COUNCIL



**Douglas County
Communities Aligned to Prevent Substance Abuse**

Dedicated to building a drug-free future for Douglas County.

WORKDRUGFREE OREGON
An Oregon Business Plan Initiative